



LETTER AGREEMENT NO. 13-02-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

January 3, 2013

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter Agreement modifies the effective date of the group life insurance changes agreed to in the 2012 Benefits Agreement to allow for earlier implementation of the improvements in the new group life insurance package for represented employees.

The group life insurance package outlined in Attachment C of the 2012 Benefits Agreement will become effective on June 1, 2013, with the exception of the Supplemental Life rate for the 60+ age group. The rate for the 60+ age group will remain at \$0.37 through December 31, 2013. Beginning January 1, 2014, the rate for the 60+ age group will be \$0.41 as reflected in the 2012 Benefits Agreement.

Group Life Insurance

The current employee Supplemental Life Insurance options are:

- Standard Life (\$50,000)
- Life 1 (1.5 times base annual pay)
- Life 2 (2 times base annual pay)

During the group life insurance special enrollment period, all eligible employees will have the option of changing their elections. If an employee chooses to not enroll for Supplemental Life insurance during the special enrollment period, the conversion will assign those that have elected 1.5 times base annual pay to 2 times base annual pay, and those who have elected \$50,000 or 2 times base annual pay will convert to the same coverage levels.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: /s/ Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

January 17, 2013

By: /s/ Tom Dalzell
Tom Dalzell

